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**DECEMBER 14, 2000**

A handwritten signature in blue ink, appearing to read "MJR".

MICHAEL J. RUSSIELLO  
PRESIDENT AND CHIEF EXECUTIVE OFFICER

A handwritten signature in blue ink, appearing to read "Michael A. Littman".

MICHAEL A. LITTMAN  
EXECUTIVE VICE PRESIDENT, TEST DEVELOPMENT

A handwritten signature in blue ink, appearing to read "Leslie Thomas".

LESLIE THOMAS, PHD  
CHIEF PSYCHOMETRICIAN

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